

## **GRAMPIAN VALUATION JOINT BOARD RACE EQUALITY WORKFORCE MONITORING REPORT 2008/09**

### **Introduction**

This is the Grampian Valuation Joint Board (GVJB) Monitoring Report for 2008/09. We produce this to show that the GVJB is applying the principles of racial equality to its own workforce and to prospective employees.

### **Background**

The GVJB is required to collect ethnic minority monitoring data and publish it on an annual basis. This is to highlight any potential difference between racial groups, to investigate the reasons behind the differences and to deal with any unfairness, disadvantage or discrimination.

The areas covered are:

- The current workforce
- Applicants for employment, training and promotion
- Staff who receive training
- Staff who benefit or suffer detriment as a result of the Board's staff performance assessment procedures. (The Board is in the process of introducing a Staff Review and Development System (SRDS) which will feature in future annual reports)
- Staff who are involved in grievance procedures
- Staff who are the subject of disciplinary procedures
- Staff who cease employment with the Board

All employees and prospective employees have a legal right not to disclose their ethnicity.

#### **i. The ethnic make up of the GVJB workforce**

The GVJB's workforce data is collected by the Moray Council Personnel Services department. A verification of employee data exercise has been carried out to establish a more accurate picture of our workforce. However, because this verification form was of a voluntary nature there has only been approximately a 54% return rate.

#### **ii. Information on the ethnic origins of job applicants**

- Applicants for Employment  
(covers all applicants from April 2008 to end Mar 2009)

<b><u>Applicants</u></b>	<b><u>Number</u></b>	<b><u>Percentage</u></b>
<b>Total number</b>	18	100%
<b>Ethnic minority employees:</b>		
<b>A White:</b>	12	67%
Scottish		
English	4	22%

Welsh	0	0%
Irish	1	5.5%
Any other white background	1	5.5%
<b>B Mixed:</b> Any mixed background	0	0%
<b>C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:</b>		
Indian	0	0%
Pakistani	0	0%
Bangladeshi	0	0%
Chinese	0	0%
Any other Asian background	0	0%
<b>D Black, black Scottish, Black English, Black Welsh or other Black British:</b>		
Caribbean	0	0%
African	0	0%
Any other Black background	0	0%
<b>E Other ethnic background:</b>		
Any other background	0	0%

An equal opportunities monitoring form is attached to all application forms which are completed on a voluntary basis only.

<b><u>Staff in post</u></b>	<b><u>Number</u></b>	<b><u>Percentage</u></b>
<b>Total number</b>	42	54%
<b>Ethnic minority employees:</b>		
<b>A White:</b>		
Scottish	36	46%
English	3	4%
Welsh	0	0%
Irish	0	0%
Any other white background	1	1.3%
<b>B Mixed:</b> Any mixed background	1	1.3%
<b>C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:</b>		
Indian	0	0%
Pakistani	0	0%
Bangladeshi	0	0%
Chinese	1	1.3%
Any other Asian background	0	0%
<b>D Black, black Scottish, Black English, Black Welsh or other Black British:</b>		

Caribbean	0	0%
African	0	0%
Any other Black background	0	0%
<b>E Other ethnic background:</b>		
Any other background	0	0%
<b>F Undisclosed</b>		
No response	37	46%

In March 2009 the returned verification information indicated that 3.9% of the workforce are from an ethnic minority background.

### **iii. Training records**

The Equality and Human Rights Commission (EHRC) require the GVJB to keep detailed training records on the ethnicity of our staff applying for, and who undertake training. Training is provided to the GVJB by local authorities in Grampian. Within these authorities an Equal Opportunities Form is given to all staff who receive training, however completion of this form is voluntary. The numbers of staff from the GVJB would be recorded along with the local authority staff and therefore can not be identified.

### **iv. Promotion within the GVJB**

With regard to promotion within the GVJB we do not operate a policy where an employee may suffer detriment or benefit as a result of the staff performance assessment procedures. There have been no employees who have been moved to a higher grade.

### **v. Staff who benefit or suffer detriment as a result of the GVJB's staff performance assessment procedures**

There is a difficulty of identifying those who benefit or suffer detriment as a result of the GVJB's staff performance assessment, as the ERDP is not set to measure benefit or detriment but rather to set work plans for the next six months and identify any training or support needs.

### **vi. Are involved in grievances**

No employees have been involved in the grievance process.

### **vii. Have disciplinary action taken against them**

No employees have been involved in the disciplinary process.

### **viii. End employment with the GVJB**

Eight people ceased employment with the GVJB, however no equal opportunities information was provided by these leavers.